

Join the LeBaron Hills Team! – Sous Chef

Job description

LeBaron Hills Country Club opened in 2001 as one of the premier golf courses on the South Shore. The championship 18 hole private course designed by Cornish, Silva & Mungeam, Inc. is a challenging 6803 yards with a par of 72. Along with the golf course, LeBaron Hills Country Club has tour class practice facilities that include a 10 acre practice range, 40-yard short game hole complete with a regulation green and bunker, and a 60,000 square foot practice green. LeBaron Hills plays host to approximately 23,000 rounds annually between member and guest play.

While our primary focus is creating an exceptional experience for our members, we also host a select number of outside functions and outings throughout the year. From golf to dining to special events, our team works together to make sure every guest feels welcome and cared for. Behind the scenes, we're equally dedicated to running a smooth and professional operation, with strong business practices that support the member experience.

Position Description

As the **Sous Chef**, you will work closely with the Executive Chef in daily kitchen operations and act as second-in-command in their absence. You will collaborate with an ambitious team of cooks to deliver high-quality dishes for both à la carte service and banquet events, ensuring smooth and efficient execution.

This role places high standards and exceptional quality of work at the forefront of every task. You are responsible for upholding and reinforcing the expectations set by the Executive Chef, ensuring consistency, precision, and attention to detail in every dish leaving the kitchen.

You will lead by example, promoting a culture of accountability, professionalism, and pride in craftsmanship. Your influence will help maintain a high-performance kitchen environment where excellence is consistently expected and delivered across all service periods and events.

Duties and Responsibilities:

- **Kitchen management** Supervise, coordinate, and delegate tasks among kitchen staff to ensure smooth day-to-day operations and efficient service.
- **Food Preparation and Cooking** Assist with the preparation and cooking of dishes and banquets while maintaining strict portion control and quality standards for all items leaving the kitchen.
- **Ordering and Inventory Management** Oversee product management and inventory tracking, including placing orders, understanding yields, managing stock levels, and minimizing waste and product turnover.
- **Staff Training and Development** Mentor and guide junior staff while training new team members to maintain consistency, skill development, and kitchen standards.
- **Menu Development** Support menu creation, research and development of new dishes, and execution of seasonal menus with an understanding of product seasonality and overall menu concepts.
- **Health and Safety** Ensure the kitchen consistently meets hygiene and safety regulations, enforce proper food handling practices, and conduct regular inspections of equipment and work areas.

Experience:

- 2–5+ years in professional kitchens
- Experience as a lead line cook, chef de partie, or junior sous chef
- Supervising or training kitchen staff
- Food prep, station management, and plating consistency
- Whole product fabrication
- Scratch cookery
- Inventory, ordering, and food cost control
- Knowledge of food safety standards and sanitation
- Time management
- Menu development and execution

While experience across all areas of the role is preferred, we would be glad to meet early-career professionals or someone looking to transition into the Sous Chef role. We encourage anyone who is self-motivated and professionally driven to apply.

Job Type:

- Seasonal, March - December

Salary:

- Hourly wage range is \$25.00 – 32.00, based on experience.

Benefits:

- 401k (non-matching)
- Meals while on duty
- Paid professional certifications
- Playing and practicing privileges

Schedule:

- This role requires flexibility throughout the season, including nights and weekends.

Work Location:

- In person, Lakeville, MA

How to Apply:

- Send a **Cover letter** and **Resume** to Maxwell Smith, Executive Chef at Msmith@lebaronhills.com with **Sous Chef Position – [YOUR NAME]** in the Subject line.
- Cover letters should detail why you would be the ideal candidate, especially if your resume does not make that apparent.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

LeBaron Hills is committed to providing equal employment opportunities and advancement to all individuals. Employment decisions are based on merit, qualifications, and abilities. LeBaron Hills does not discriminate in employment opportunities or practices on the basis of a person's race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, disability, status as a disabled Veteran or Vietnam-era Veteran, genetic information or other protected status.